

AD-A079 177

ARMY PERSONNEL RESEARCH OFFICE WASHINGTON DC
RA AND US REENLISTMENT RATES BY MOS AND OCCUPATIONAL AREA, (U)
APR 65 W H HELME , G E MCCULLOUGH

F/G 5/9

UNCLASSIFIED

APRO-RESEARCH STUDY-65-2

NL

| OF |
AD A
079177

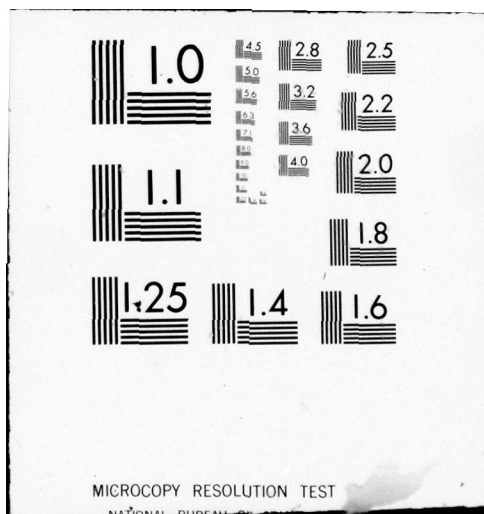


END

DATE
FILMED

2-80

DDC



ADA 079177

DDC FILE COPY

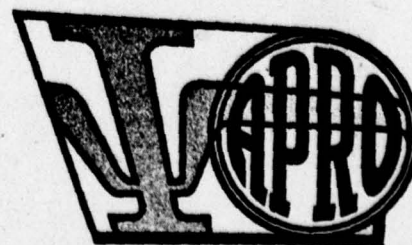
Research Study 65-2

**RA AND US REENLISTMENT RATES BY
MOS AND OCCUPATIONAL AREA**

April 1965

DISTRIBUTION STATEMENT A

Approved for public release
Distribution Unlimited



U. S. ARMY PERSONNEL RESEARCH OFFICE

79 12 19 182

~~LEVEL~~

4
me

DDC
RECEIVED
DEC 26 1979
A

Army Project Number
2J024701A722

New Classification Techniques f-00

14 APR 8 - Research Study 65-2

6 RA AND US REENLISTMENT RATES BY MOS AND OCCUPATIONAL AREA

16 William H. Helme and Gerald E. McCullough

12 12

Submitted by

Edmund F. Fuchs
Chief, Military Selection Research Laboratory

Approved by

J. E. Uhlaner
Director, Research Laboratories

12

Research Studies are special reports to military management. They are usually prepared to meet requests for research results bearing on specific management problems. A limited distribution is made--primarily to the operating agencies directly involved.

11 Apr 11 1965

040 650

JOB

RA AND US REENLISTMENT RATES BY MOS AND OCCUPATIONAL AREA

BRIEF

ABSTRACT

Requirement:

Research is being conducted to improve the rate of reenlistment in the Army. As a basis for studies to identify factors affecting decision to reenlist, data were needed on actual reenlistment rates for men in different MOS and occupational areas.

Procedure:

First reenlistments for RA (enlistee) personnel during all of FY 1964 and for US (inductee) personnel during the last quarter of FY 1964 were analyzed.

Findings:

1. Rate of reenlistment for RA personnel was almost four times that for US personnel during the final quarter of FY 1964.

2. Enlisted men in low skill MOS showed a higher rate of reenlistment than did men in MOS requiring higher skill levels.

ABSTRACT

Utilization of Findings:

Results are being used to select MOS and MOS groups in which to concentrate subsequent studies of attitudes underlying reenlistment and the impact of early Army experiences on career intention. The later studies will be directed toward developing methods and personnel actions conducive to retention of a greater proportion of men in higher skill MOS.

| | |
|----------------------|--|
| Accession For | |
| NTIS GRA&I | |
| DDC TAB | |
| Unrecorded | |
| JR | |
| By | |
| Distributor | |
| Availability Code | |
| Avail and/or special | |

RA AND US REENLISTMENT RATES BY MOS AND OCCUPATIONAL AREA

OBJECTIVES

In research on the prediction of decision to reenlist, a questionnaire administered on entry into service has shown significant predictive value for reenlistment three years later. Further improvement in such prediction depends in large part, however, on discovering the factors effecting changes in reenlistment intention during the first term of service. Information about differential reenlistment rates among MOS and occupational areas would be a useful aid in concentrating research in areas most likely to yield useful information.

The present study was designed to identify the areas--and MOS within areas--in which reenlistment rates are unusually high or unusually low, indicating focal areas for intensive study. The major objective is to develop hypotheses about what underlies the differential rates so that a research attack can be made on the problem of factors affecting career intention.

DATA ANALYZED

Data for this study were drawn from descriptive statistics on first reenlistments during FY 64. For US (inductee) personnel, data covered the last quarter of FY 64 only. For RA (enlistee) personnel, except for the comparison with US enlisted men, statistics covered the full FY 64.

RESULTS

Table 1 compares first-term reenlistment rates for RA and US personnel for the last quarter of FY 64, broken down by occupational area. The overall rate for RA men was four times that for US men. This difference was reflected, with moderate variations, in every occupational area, ranging from the 8 to 1 ratio in Radio Code to slightly under 3 to 1 in Combat and Precision Maintenance. Major differences also appeared among occupational areas: Reenlistment rates were high in the Motor Maintenance and Infantry areas; rates were low in the Radio Code and Graphics areas, with Electronics and Clerical somewhat below the general average.

MOS entry groups in which reenlistment rates were higher than the average for MOS groups within RA and US components are shown in Table 2. Those MOS groups with lower than average rates are shown in Table 3. The five highest in the US component were among the seven highest for the RA component: Auxiliary Services, Infantry, Supply Handling, Ammunition,

and Food Service. Virtually all the MOS groups showing a high rate of reenlistment are characterized by relatively low skill aptitude and requirements. Conversely, MOS showing a low rate of reenlistment represent the higher skill requirements.

More detailed analysis was conducted on the RA component only, using data for all of FY 64. There were 60 MOS groups with sufficient numbers of cases for analysis. Again, the low skill MOS predominated among the higher rates, the high skill MOS among the lower rates (Table 4). As a check on the general hypothesis that reenlistment rate is higher among men in lower skill jobs, comparisons were made between jobs within the same area but differing in skill level. The results (Table 5) were quite consistent with the hypothesis of an inverse relationship between reenlistment rate and skill level.

CONCLUSIONS

Analysis of recent first-term reenlistment rates for MOS groups and occupational areas pointed to two major trends: (1) the RA rate is approximately four times the US rate, and (2) low skill MOS show consistently higher rates than high skill MOS. These findings are being used to select MOS and MOS groups in which to study attitudes underlying decision and action with regard to reenlistment and the impact on career intention of events and experiences during the first term of service. In such studies, particular attention will be given to MOS within the same area and in the same organization which show differences in reenlistment rate.

Table 1

COMPARISON OF US AND RA FIRST-TERM REENLISTMENT RATES
BY OCCUPATIONAL AREA, 4th QUARTER FY 64

| Occupational Area | No. Eligible to Reenlist | | No. Reenlisting | | Percent Reenlisting | | |
|--------------------------|--------------------------|-------|-----------------|------|---------------------|------|-------|
| | US | RA | US | RA | US | RA | Total |
| 1-Combat | 3536 | 8529 | 448 | 3017 | 12.7 | 35.4 | 28.7 |
| 2-Electronics | 285 | 1413 | 20 | 305 | 7.0 | 21.6 | 19.1 |
| 3-Electrical Maintenance | 882 | 1695 | 67 | 497 | 7.6 | 29.3 | 21.9 |
| 4-Precision Maintenance | 317 | 556 | 32 | 158 | 10.1 | 28.4 | 22.9 |
| 5-Military Crafts | 499 | 435 | 54 | 174 | 10.8 | 40.0 | 24.4 |
| 6-Motor Maintenance | 1808 | 3718 | 103 | 1148 | 5.7 | 30.9 | 35.5 |
| 7-Clerical | 2663 | 4839 | 120 | 1245 | 4.5 | 25.7 | 18.2 |
| 8-Graphics | 282 | 234 | 3 | 18 | 1.1 | 7.7 | 4.1 |
| 9-General Technical | 1925 | 2893 | 115 | 861 | 6.0 | 29.8 | 20.3 |
| 05-Radio Code | 1092 | 1097 | 21 | 175 | 1.9 | 16.0 | 8.9 |
| Totals | 13289 | 25419 | 983 | 7598 | 7.4 | 29.9 | 22.2 |

Table 2

MOS GROUPS IN WHICH RA AND US REENLISTMENT RATES WERE HIGHER
THAN THE AVERAGE RATE FOR ALL RA OR US MOS GROUPS

| <u>US</u> | | | <u>RA</u> | | |
|-----------------------|------|------|--------------------------------|------|------|
| MOS Groups | N | % | MOS Groups | N | % |
| 54-Auxiliary Services | 63 | 22.2 | 94-Food Service | 307 | 55.5 |
| 11-Infantry | 1195 | 21.8 | 55-Supply Handling | 142 | 52.1 |
| 55-Supply Handling | 128 | 20.3 | 41-Ammunition | 141 | 42.6 |
| 41-Ammunition | 93 | 18.3 | 53-Chemical | 50 | 42.0 |
| 94-Food Service | 76 | 18.2 | 54-Auxiliary Services | 60 | 40.0 |
| 12-Combat Engineering | 222 | 17.1 | 64-Motor Transport | 766 | 40.0 |
| | | | 11-Infantry | 4146 | 39.8 |
| | | | 32-Wire Maintenance | 392 | 37.5 |
| | | | 14-Field Arty Weapons | 982 | 37.2 |
| | | | 91-Medical Care & Treatment | 989 | 36.6 |
| | | | 52-Utilities | 93 | 36.6 |

Table 3

MOS GROUPS IN WHICH RA AND US REENLISTMENT RATES WERE LOWER
THAN THE AVERAGE RATE FOR ALL RA OR US MOS GROUPS

| <u>US</u> | | | | <u>RA</u> | | | |
|-------------------------------|------|-----|--|--------------------------------------|------|------|--|
| MOS Group | N | % | | MOS Group | N | % | |
| 71-Administration | 1305 | 2.0 | | 34,35-Teletype & Elec Equip Maint | 403 | 16.4 | |
| 05-Radio Code | 1092 | 1.9 | | 05-Radio Code | 1097 | 16.0 | |
| 73-Finance | 146 | 1.4 | | 43-GM Mech Assembly & Rep | 64 | 15.6 | |
| 90-General Tech, General | 76 | 1.3 | | 27,28-Fixed Sta Radio & Radar Rep | 353 | 14.2 | |
| 81-84-Graphics (all) | 282 | 1.1 | | 90-General Tech, General | 126 | 12.7 | |
| 93-Medical Laboratory | 100 | 1.0 | | 73,74-Finance & Data Processing | 446 | 8.5 | |
| 20-28-Electronics (except 29) | 140 | 0.7 | | 96-99-Intel & Tech Equip Op | 618 | 8.1 | |
| 70-Miscellaneous Clerical | 73 | 0.0 | | 81-84-Graphics (all) | 234 | 7.7 | |
| 74-Data Processing | 146 | 0.0 | | | | | |

Table 4

REENLISTMENT RATES OF RA ENLISTED MEN IN MOS SHOWING HIGHER
THAN AVERAGE AND LOWER THAN AVERAGE REENLISTMENT RATES

| Occupational Group | Higher Skill MOS | | Lower Skill MOS | |
|-----------------------|----------------------------------|------|----------------------------------|------|
| | MOS | Rate | MOS | Rate |
| Infantry | 113-Op & Intel Spec | 29.2 | 111-Light Wpns Inf | 43.0 |
| | | | 112-Heavy Wpns Inf | 39.2 |
| Armor | 133-Intel Spec | 22.3 | 131-Crewman | 34.7 |
| Field Arty Weapons | 147-Rocket Crewman | 24.2 | 140-FA Basic | 34.9 |
| | | | 141-Lt & Med FA Crewman | 32.9 |
| | | | 142-Hvy & Very Hvy FA Crewman | 30.6 |
| Artillery | 151-AD Op & Intel Asst | 22.4 | 140-147-FA Crewman | 33.2 |
| | 152-FA Op & Intel Asst | 20.3 | 171-179-AD Missile Op | 33.2 |
| | 153-Arty Surveyor | 14.6 | | |
| | 156-FA Radar Crewman | 14.3 | | |
| Ammunition | 411-Ammo Stor Spec | 35.2 | 410-Ammo Helper | 53.2 |
| Metal Working | 442-Welder | 20.7 | 440-Metal Working, Helper | 30.2 |
| | 443-Machinist | 13.0 | 441-Metal Body Rep | |
| Supply Handling | 551-General Ware- houseman | 28.6 | 550-Supply Handler | 41.5 |
| | 552-Petroleum Stor Spec | 35.7 | | |
| | 553 Subsistence Stor Spec | | | |
| Engineer Construction | 622-Eng Equip Rep | 21.3 | 620-Eng Equip Asst | 56.2 |
| | 625-Asphalt Concrete Equip Op | 18.3 | | |
| | 626-Const Machine Op | 17.4 | | |
| | 627-Crane Shove Op | 15.6 | | |

(Table 4 (Cont'd))

| Occupational Group | Higher Skill MOS | | Lower Skill MOS | |
|----------------------------|------------------------------|------|----------------------------|------|
| | MOS | Rate | MOS | Rate |
| Aircraft Maintenance | 671-Single Eng Airplane Mech | 19.5 | 670-Aircraft Maint Crewman | 38.2 |
| | 672-Multi-Eng Airplane Mech | 21.5 | | |
| | 675-Single-Rotor Hel Mech | 21.3 | | |
| | 676-Tandem Rotor Hel Mech | 17.9 | | |
| | 677-Multi-Eng Hel Mech | 20.8 | | |
| Data Processing | 741-Card & Tape Writer | 6.9 | 740-DP Equip Op | 25.9 |
| | 742-Personnel Acctg Spec | 14.1 | | |
| | 743-Machine Acctg Spec | 10.9 | | |
| | 744-ADPS Console Op | 6.6 | | |
| | 745-ADPS Prog Spec | | | |
| Medical Care and Treatment | 911-Medical Spec | 34.4 | 910-Med Corpsman | 50.1 |
| | 913-Operating Room Spec | 28.4 | | |
| | 914-Neuropsych Spec | 21.7 | | |
| | 917-Dental Spec | 34.1 | | |
| Radio Code | 051-Intermed Speed Radio Op | 19.7 | 050-Low Speed Radio Op | 32.4 |
| | 053-Radio Teletype Op | 20.4 | | |
| | 055-Communication Monitor | 9.9 | | |
| | 056-Direction-Finding Op | 8.3 | | |
| | 058-Morse Interceptor | 12.4 | | |
| | 059-Teletype Interceptor | 12.2 | | |

Table 5

RA COMPONENT MOS ENTRY GROUPS IN ORDER OF REENLISTMENT RATE FOR FY 1964

| MOS Group | Title | Reenlistment Rate | MOS Group | Title | Reenlistment Rate |
|-----------|----------------------------|-------------------|-----------|-----------------------------------|-------------------|
| 94 | Food Service | 48.6 | 77 | Parts Supply | 27.2 |
| 41 | Ammunition | 41.7 | 56 | Marine Op & Maint | 26.7 |
| 45 | Prosthetic Appliances | 40.4 | 72 | Communications Center Op | 25.9 |
| 11 | Infantry | 37.4 | 42 | Armament Maintenance | 25.7 |
| 53 | Chemical | 37.0 | 31 | Field Communications | 25.6 |
| 55 | Supply Handling | 36.8 | 63 | Automotive Maintenance | 25.6 |
| 91 | Medical Care & Treatment | 35.2 | 22 | Air Defense Electronics Maint | 25.1 |
| 17 | Air Defense Missile Op | 33.2 | 71 | Administration | 24.6 |
| 14 | Field Artillery Wpns | 33.2 | 20 | Electronics, General | 23.5 |
| 13 | Armor | 31.2 | 28 | Radar & TV Repair | 22.7 |
| 54 | Auxiliary Services | 30.7 | 52 | Utilities | 22.6 |
| 12 | Combat Engineering | 30.0 | 67 | Aircraft Maintenance | 21.8 |
| 46 | Quartermaster Equip Maint | 29.8 | 93 | Medical Laboratory | 21.3 |
| 16 | Field Artillery Missile Op | 29.8 | 62 | Eng Const Equip Op & Maint | 20.5 |
| 76 | General Supply | 29.7 | 44 | Metal Working | 20.2 |
| 32 | Wire Maintenance | 29.7 | 84 | Pictorial | 19.8 |
| 10 | Combat, General | 29.5 | 27 | Fixed Station Radio Repair | 19.4 |
| 64 | Motor Transport | 29.0 | 21 | Field Artillery Electronics Maint | 19.2 |
| 29 | Radio & Carrier Rep | 28.8 | 40 | Precision Maint, General | 18.9 |
| 18 | Air Defense Radar Op | 28.1 | 35 | Electrical Equip Maint | 18.6 |

Table 5 (Cont'd)

| MOS Group | Title | Reenlistment Rate | MOS Group | Title | Reenlistment Rate |
|-----------|---------------------------------------|-------------------|-----------|---------------------------------|-------------------|
| 34 | Teletypewriter Equip Maint | 18.4 | 97 | General Intel | 13.9 |
| 15 | Artillery Op & Intel | 18.2 | 30 | Electrical Maint, General | 13.5 |
| 05 | Radio Code | 18.0 | 90 | General Technical, General | 12.7 |
| 96 | Military Intel | 17.9 | 73 | Finance | 11.5 |
| 95 | Military Police | 17.5 | 74 | Data Processing | 11.5 |
| 68 | Aircraft Components Rep | 16.5 | 99 | Technical Equip Op | 11.2 |
| 43 | Nuclear Weapons & GM Mech Assem & Rep | 15.7 | 70 | Miscel Clerical | 9.9 |
| 83 | Printing | 15.1 | 98 | Communications Security | 9.8 |
| 51 | Construction | 14.7 | 82 | Surveying | 7.8 |
| 25 | SAM Electronic Guidance Sys Rep | 14.7 | 24 | SSM Electronic Guidance Sys Rep | 6.1 |
| | | | 81 | Drafting & Cartography | 5.6 |